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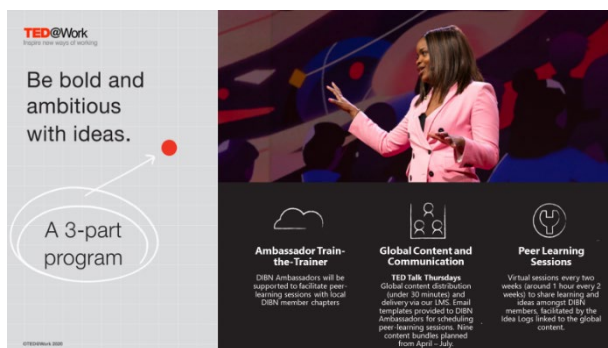
## CommScope: Creating Lasting connections through diversity and inclusion partnerships



*By Leslie Miles, Vice President of Technical Services and Strategy at CommScope and member The WICT Network Board of Directors*

Nearly 18 months after launching our Diversity & Inclusion Business Network (DIBN), CommScope continues to turn our core value of Win as One Team into reality. Diversity and inclusion are fundamental elements of how we build a culture that values the unique experiences and perspectives of all our employees.

Even though the program launched during a global pandemic, we've seen positive outcomes. Since DIBN's launch, more than 1,750 CommScope employees have joined from all over the world. The initiative is governed through a global leadership council of 22 leaders and more than 85 site-level ambassadors responsible for member engagement at the local level. We also have a sub-group, called RISE, that focuses on empowering and uniting our early career professionals throughout CommScope. They aim to provide a platform for collaboration, connection, and development.



In April 2021, we partnered with TED@Work to drive a company-wide campaign to our DIBN members and bring the power of TED ideas and talks to CommScope. The series explores diversity, equity, and inclusion topics, with globally relevant content released every month followed by a DIBN ambassador-led peer discussion to generate open dialogue and create awareness of different perspectives among our employees. Feedback and suggestions from these discussions are shared with

the leadership council and any ideas that are instrumental in transforming our culture are evaluated and implemented. The TED talks, along with numerous other DEI-related content pieces, are available to all employees.

DIBN also collaborates closely with other functions in CommScope, such as our Talent and Organization Development group. This team is focused on new and different approaches to recruiting diverse talent and developing our employees to become inclusive leaders. Their focus in the months to come include:

- Offering more than 200 internships throughout the year in 2022
- Introducing the University Ambassador program, inviting employee volunteers to support the recruiting process
- Partnering with Historically Black Colleges & Universities in the US to find diverse talent
- Implementing our first-ever Global Graduate Rotational Program
- Launching a toolkit designed to help managers at CommScope role model our commitment to DEI

We are proud of our decade-long partnership with The WICT Network. Through our involvement with the organization, CommScope women have had opportunities to network, lead and grow. Many of our employees hold leadership positions at the national and local levels, and are championing The WICT Network's mission of propelling female leaders to transform our industry.

Having just joined The WICT Network Board of Directors, I'm looking forward to creating an even greater impact within CommScope, and the industry, through our on-going collaboration as we join in the mission to create a more inclusive society.



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